Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

U.S. Customs and Border Protection 4th Quarter 2014 for period ending September 30, 2014

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
	2009	2010	2011	2012	2013	
Number of Complaints Filed	278	316	328	259	247	220
Number of Complainants	254	293	294	245	229	207
Repeat Filers	20	18	28	14	16	10

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	**2009**	**2010**	**2011**	**2012**	**2013**	
Race	56	91	94	59	71	62
Color	7	30	17	19	13	15
Religion	10	17	21	13	11	11
Reprisal	99	141	166	118	114	110
Sex	72	91	99	87	80	64
PDA	0	0	2	4	2	2
National Origin	45	76	77	57	44	50
Equal Pay Act	0	0	1	0	1	0
Age	75	97	90	87	75	46
Disability	58	79	72	55	41	46
Genetics	0	0	1	0	2	1
Non-EEO	2	12	19	12	9	7

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2014Thru09-30
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	**2009**	**2010**	**2011**	**2012**	**2013**	
Appointment/Hire	4	13	22	9	8	9
Assignment of Duties	41	42	43	45	26	31
Awards	8	6	5	5	3	4
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	3	0	2	3	0	1

Reprimand	14	16	29	10	18	14
Suspension	13	13	26	15	13	14
Removal	3	4	5	3	1	1
Other	1	8	2	1	0	0
Duty Hours	3	6	10	5	5	2
Evaluation Appraisal	5	10	13	4	6	2
Examination/Test	3	3	4	1	4	2
Harassment						
Non-Sexual	50	87	122	91	91	101
Sexual	7	11	9	7	10	10
Medical Examination	3	3	4	7	3	6
Pay (Including Overtime)	5	7	10	10	10	15
Promotion/Non-Selection	57	59	60	55	48	41
Reassignment						
Denied	6	10	13	10	13	8
Directed	8	13	11	8	5	6
Reasonable Accommodation	12	14	14	11	10	12
Reinstatement	5	1	3	1	0	2
Retirement	2	3	2	2	3	3
Termination	46	66	56	16	8	9
Terms/Conditions of Employment	11	31	61	28	15	12
Time and Attendance	14	20	25	22	8	8
Training	10	12	14	6	9	5
Other	15	32	6	4	2	1

Processing Time	**Comparative Data**					
	Previous Fiscal Year Data					**2014Thru09-30**
	2009	**2010**	**2011**	**2012**	**2013**	
Complaints pending during fiscal year						

Average number of days in investigation	138.81	140.40	146.34	176.80	209.23	189.43
Average number of days in final action	161.20	256.44	149.33	87.41	71.77	51.45
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	138.48	141.99	144.37	177.64	206.17	191.84
Average number of days in final action	20.75	78.57	81.67	33.20	35.42	36.55
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	139.70	134.96	153.43	175.41	218.10	184.18
Average number of days in final action	728.00	673.17	242.48	171.84	121.15	103.64

Complaints Dismissed by Agency	**Comparative Data**					
	Previous Fiscal Year Data					**2014Thru09-30**
	2009	**2010**	**2011**	**2012**	**2013**	
Total Complaints Dismissed by Agency	40	40	43	29	31	38
Average days pending prior to dismissal	145	277	74	72	97	103
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	20	38	32	51	18	27

Total Final Agency Actions Finding Discrimination	**Comparative Data**											
	Previous Fiscal Year Data										**2014Thru09-30**	
	2009		**2010**		**2011**		**2012**		**2013**			
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
Total Number Findings	3		1		2		5		7		5	
Without Hearing	0	0	0	0	0	0	0	0	0	0	2	40
With Hearing	3	100	1	100	2	100	5	100	7	100	3	60

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2014Thru09-30	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	**2009**		**2010**		**2011**		**2012**		**2013**			
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
Total Number Findings	2		1		2		5		2		5	
Race	0	0	1	100	0	0	0	0	0	0	1	20
Color	0	0	0	0	0	0	1	20	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	100	0	0	0	0	3	60	1	50	1	20
Sex	1	50	0	0	0	0	3	60	0	0	2	40
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	50	1	20	0	0	2	40
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	100	0	0	1	20	0	0	2	40
Disability	0	0	0	0	1	50	0	0	1	50	3	60
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	20	0	0	0	0
Findings After Hearing	2		1		2		4		1		3	
Race	0	0	1	100	0	0	0	0	0	0	1	33
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	100	0	0	0	0	3	75	1	100	1	33
Sex	1	50	0	0	0	0	3	75	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	50	0	0	0	0	1	33
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Age	0	0	1	100	0	0	1	25	0	0	1	33
Disability	0	0	0	0	1	50	0	0	0	0	2	67
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	25	0	0	0	0
Findings Without Hearing	0		0		0		1		1		2	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	1	100	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	2	100
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	100	0	0	1	50
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	1	50
Disability	0	0	0	0	0	0	0	0	1	100	1	50
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings of Discrimination Rendered by Issue	**Comparative Data**											
	Previous Fiscal Year Data										**2014Thru09-30**	
	2009		**2010**		**2011**		**2012**		**2013**			
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
Total Number Findings	2		1		2		5		2		5	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	1	20	0	0	2	40
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												

Demotion	1	50	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	1	20
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	1	20	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	100	0	0	0	0	1	20	0	0	3	60
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	1	20	0	0	0	0
Promotion/Non-Selection	0	0	1	100	0	0	2	40	0	0	2	40
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	50	1	20
Reasonable Accommodation	0	0	0	0	1	50	0	0	1	50	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	1	50	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	20
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	1	20	0	0	0	0
Findings After Hearing	2		1		2		4		1		3	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0

Assignment of Duties	0	0	0	0	0	0	1	25	0	0	1	33
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	1	50	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	1	33
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	1	25	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	100	0	0	0	0	0	0	0	0	3	100
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	1	25	0	0	0	0
Promotion/Non-Selection	0	0	1	100	0	0	2	50	0	0	1	33
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	100	0	0
Reasonable Accommodation	0	0	0	0	1	50	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	1	50	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	1	33
Training	0	0	0	0	0	0	0	0	0	0	0	0

Other - User Defined	0	0	0	0	0	0	1	25	0	0	0	0
Findings Without Hearing	0		0		0		1		1		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	1	50
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	1	100	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	1	50
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	1	50
Reasonable Accommodation	0	0	0	0	0	0	0	0	1	100	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0

Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	**Comparative Data**					
	Previous Fiscal Year Data					**2014Thru09-30**
	2009	**2010**	**2011**	**2012**	**2013**	
Total complaints from previous Fiscal Years	184	162	160	173	170	210
Total Complainants	156	133	131	138	145	180
Number complaints pending						
Investigation	6	5	8	7	2	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	120	98	130	151	155	191
Final Agency Action	40	49	18	12	13	19
Appeal with EEOC Office of Federal Operations	13	36	84	127	165	71

Complaint Investigations	**Comparative Data**					
	Previous Fiscal Year Data					**2014Thru09-30**
	2009	**2010**	**2011**	**2012**	**2013**	
Pending Complaints Where Investigations Exceed Required Time Frames	6	4	3	2	0	0